



**Office of the Vice President for
Student Services and Dean of Students**

October 20, 2006

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: NOTICE OF COMPLAINT

I am in receipt of information regarding an event apparently held at the Sigma Alpha Epsilon (SAE) Fraternity house on or about Friday night, September 29. A first-year student was taken to jail for Public Intoxication that night, and during her interview with my office she reported she was arrested while walking home from a party held at the SAE house. According to the witness' account, she consumed four shots of vodka in the basement of the chapter house and became ill. Her blood alcohol concentration was measured by police at .16%. According to the witness, 50 to 75 persons were in attendance at the party.

Under-age consumption of alcohol is a violation of state law and is prohibited on fraternity property. University policy and Interfraternity Council (IFC) policy prohibits service of alcohol at social events held on chapter property. Regulation 16 of the Code of Student Life requires that students observe IFC policies.

I would like to meet with you as soon as possible to discuss the allegations. To schedule an appointment with me and my staff members, call my secretary at 335-3557 as soon as possible. Given the gravity of the report, I strongly recommend that your chapter advisors attend the meeting. Until this complaint is resolved, your chapter may not hold organized events, whether on chapter property or elsewhere, and may not participate in IFC activities. Depending upon the outcome of the investigation, more serious sanctions may be imposed, including the possibility of derecognition.

For your information, University policy authorizes the Vice President for Student Services & Dean of Students to sanction a student organization when members of the organization violated University regulations and the organization failed to exercise reasonable preventive measures (see Section III.A.8 of "Policies & Regulations affecting Students," which is posted at <http://www.uiowa.edu/~vpss/policies/iii/a.shtml#main>). In the event we are not able to reach an accord with regard to the allegations, your chapter will be provided an evidentiary hearing prior to my final decision. If I decide to revoke your organization's University recognition, you may appeal my decision to the University President.

It is particularly important that the University Anti-Retaliation Policy be strictly observed to protect any and all students who may have attended the event September 29. (The Anti-Retaliation Policy is posted at <http://www.uiowa.edu/~vpss/policies/i/n.shtml#main>) In the event that a single person associated with SAE were to engage in retaliation, I would hold the entire chapter accountable. Disciplinary sanctions, including the possibility of suspension from The University of Iowa, would be imposed if the Anti-Retaliation Policy was violated.

Look forward to meeting you and resolving this matter.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, housing board director
Michael Corelli, Director, Chapter Development, SAE International Fraternity
....., IFC President
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, chapter advisor
Bill Nelson, Director, Office of Student Life
Jason Pierce, Assistant Director, Office of Student Life



**Office of the Vice President for
Student Services and Dean of Students**

April 9, 2007

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: PROPOSED SANCTIONS FOR FALL SEMESTER POLICY VIOLATION

On October 20, 2006, I wrote to the 2006 chapter president of Sigma Alpha Epsilon Fraternity, with regard to an event apparently held at the Sigma Alpha Epsilon (SAE) Fraternity house on or about Friday night, during the week of September 25, 2006. One night during the week, a first-year student was taken to jail for Public Intoxication, and during her interview with my office she reported consuming alcohol earlier that evening at the SAE house. On October 27, 2006, submitted on behalf of your organization a document outlining the facts known to the chapter and setting forth the preliminary actions undertaken by chapter advisors.

In essence, we agreed that alcohol beverages were brought to the chapter house on the night in question by members and non-members and distributed at the chapter house to other members and non-members of the chapter, including several women. A majority of the participants were under the legal drinking age. Representatives of your chapter explained that executive officers were not aware of the event until they were notified by my office. The funds used to purchase the alcohol came from persons who were not executive officers of the chapter. No chapter funds were used to purchase the alcohol, and the event was not officially sponsored by the chapter. The statement submitted by acknowledged that such conduct violated chapter rules, and violated the Interfraternity Council rule which prohibits the consumption of alcohol in public areas of the chapter house and prohibits under-age consumption under any circumstances.

Because violations occurred, it was agreed that chapter sanctions were in order. In order to continue the dialogue, we spoke again on November 10, 2006. provided additional information about persons in attendance at the September event. We discussed setting high internal standards with regard to citizenship expectations, specifically observing the 21-year-old drinking age at all times in Iowa City.

After further consideration, I am prepared to impose a chapter sanction short of revocation of recognition. I am also willing to reconsider the one-strike policy on PAULA charges we discussed earlier. I suggest we discuss chapter expectations again this summer, after the 2006-07 student arrest data for your chapter has been collected and analyzed.

According to the Judicial Procedure, your chapter is entitled to a formal hearing at which you may challenge my conclusion that Interfraternity Council rules were violated. If a hearing was held, I would not serve as the hearing officer, and the hearing officer appointed to your case would make an independent decision regarding the application of University rules to the facts of your case. If a hearing was held and your chapter was found responsible, it is my responsibility as the Vice President for Student Services to determine what sanctions to impose.

Because there is a general consensus as to the facts, I propose that we resolve the complaint through negotiated resolution. I am prepared to resolve the complaint informally in lieu of a formal hearing if your chapter is prepared to accept the following sanctions:

- 1) Disciplinary Probation through the end of the 2009-10 academic year (i.e., until June 1, 2010). While on probation, a recognized chapter is not considered to be in good standing and any further violations of Interfraternity Council rules and/or chapter rules could lead to suspension of the chapter's University recognition.
- 2) During the fall 2007 semester, chapter representations will present a risk management educational program to all new members of IFC/PHC chapters to be held at the Iowa Memorial Union (or at another large campus auditorium). The content of the program must focus on under-age alcohol consumption and must be approved in advance by IFC/PHC executive officers.
- 3) Additional disciplinary measures may be imposed in the event the chapter's membership arrest rate for the 2006-07 academic year proves to be higher than the arrest rate for all University of Iowa male undergraduates. Before any decision is made, I will meet with representatives of your chapter and the Greek Advisor, and we will discuss your chapter's arrest rate and consider whether additional means need to be undertaken in order to reduce the arrest rate to a more reasonable level.

Please discuss my proposal with appropriate chapter advisors and reply to this letter in writing **no later than April 20**. I look forward to receiving your reply. Later this semester, I intend to discuss your case with the current officers of the Interfraternity Council and the Panhellenic Council.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, housing board director
Michael Corelli, Director, Chapter Development, SAE International Fraternity
IFC President
Kristi Finger, Greek Judicial Board Advisor
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, chapter advisor
Bill Nelson, Director, Office of Student Life
Jason Pierce, Assistant Director, Office of Student Life



**Office of the Vice President for
Student Services and Dean of Students**

June 13, 2007

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
33 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: PROPOSED DISCIPLINARY SANCTIONS

I am in receipt of your May 6 letter in which you responded to the disciplinary sanctions I proposed in a letter dated April 9. As I understand it, we are in general agreement that University rules were violated during the week of September 25, 2006. We also agree that provision 2 is an appropriate disciplinary sanction. With regard to provision 3, I believe we are in agreement for the reasons explained below. With regard to provision 1, I am willing to compromise with you as to the length of the probation so long as chapter members and chapter representatives are fully involved with Interfraternity Council activities.

You expressed concern that the chapter arrest rate (provision 3) could be unreasonably inflated as a result of multiple transgressions by one chapter member. I understand your concern. In order to avoid this potential problem, chapter arrest rates have been calculated since 1991 by dividing the number of chapter members charged on one or more occasions by the total number of members. In other words, where one chapter member has been cited on three separate occasions for criminal activity, the chapter's arrest rate is calculated the same as if the chapter member had only been charged on one occasion. My office intends to continue to calculate arrest rates using our traditional methodology, so I presume that provision 3 is acceptable to your organization with this understanding in mind.

With regard to provision 1, you indicated in your letter a preference for a one-year period of probation as opposed to the three-year period I proposed in the April 9 letter. After considering your concerns about the length of the probation, I am prepared to modify my original proposal from three years to two years of probation if all the following expectations are met during the 2007-08 academic year:

- Sigma Alpha Epsilon attends all IFC Legislative Council meetings and other meetings as called by the IFC (i.e., philanthropy chair roundtables, NRIT meetings, recruitment chair meetings).

- Sigma Alpha Epsilon hosts at least three (3) chapter educational programs during each academic term until the end the probationary period with 75% of chapter membership in attendance at each event.
- Sigma Alpha Epsilon has 75% of chapter membership in attendance at IFC sponsored educational programs throughout the course of each semester during the probationary period. In other words, if total chapter membership consists of 100 members, 75 members must attend at least one event during the semester.
- Sigma Alpha Epsilon continues participating in Npower activities and programs, including students on the various NRIT workgroups.
- Sigma Alpha Epsilon leadership (president, vice president and other officers as determined) meets with the Assistant Director, Fraternity and Sorority Life bi-weekly during each academic term during the probationary period.
- Sigma Alpha Epsilon recruits and retains a minimum of 3 chapter advisors. This does not include any House Corporation Board officers.
- Sigma Alpha Epsilon designs an academic assistance plan and implements the plan beginning with the fall 2007 term. The plan must be approved by the Office of Student Life.

As long as all of these conditions are met in 2007-08, and your chapter agrees to continue to maintain the same high levels of participation in 2008-09, the probation will expire June 1, 2009 (one year early). If your chapter fails to attain these conditions, however, a judicial hearing may occur with either the Greek Judicial Board or the Office of the Vice President for Student Services.

Finally, I must remind you that we are progressing toward live-in advisors for all fraternities. During past conversations with both your chapter alumni and chapter leadership, staff of the Office of Student Life discussed the importance of a live-in advisor. As a result of these conversations, it is expected that Sigma Alpha Epsilon will hire a live-in advisor (house director) by the beginning of the fall 2009 academic term with details to be discussed with chapter leadership and alumni.

To summarize again, the official sanctions are as follows:

- 1) Disciplinary Probation through the end of the 2009-10 academic year (i.e., until June 1, 2010). Any further violations of Interfraternity Council rules and/or chapter rules could lead to suspension of the chapter's University recognition.
- 2) During the fall 2007 semester, chapter representatives will present, along with appropriate UI officials, a risk management educational program to all new members of IFC/PHC chapters to be held at the Iowa Memorial Union (or at another large campus auditorium). The content of the program must focus on under-age alcohol consumption and must be approved in advance by IFC/PHC executive officers.

3) Additional disciplinary measures may be imposed in the event the chapter's membership arrest rate for the 2006-07 academic year proves to be higher than the arrest rate for all University of Iowa male undergraduates. Before any decision is made, I will meet with representatives of your chapter and the chapter Advisor, and we will discuss your chapter's arrest rate and consider whether additional means need to be undertaken in order to reduce the arrest rate to a more reasonable level.

Please discuss my counter-offer with appropriate chapter advisors and reply to this letter in writing no later than June 29. I look forward to receiving your reply.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, housing board director
Michael Corelli, Director, Chapter Development, SAE International Fraternity
IFC President
Kristi Finger, Greek Judicial Board Advisor
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, chapter advisor
Bill Nelson, Director, Office of Student Life
Jason Pierce, Assistant Director, Office of Student Life



**Office of the Vice President for
Student Services and Dean of Students**

October 9, 2007

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: YOUR CHAPTER'S DISCIPLINARY STATUS

On June 13, I wrote to you and proposed settlement terms for resolving the disciplinary complaint brought against your chapter in the fall 2006 semester. A copy of the June 13 letter is attached. The letter asked that you reply to my offer no later than June 29, however, I have no record of you communicating a response to my office. In the meantime since that letter was sent, the student arrest data for your chapter became available, data which placed your chapter in the higher-than-average category when calculated on a per capita basis. In light of your chapter's relatively high citation/arrest rate during the 2006-07 academic year, I must consider additional disciplinary and educational measures.

It is important that this disciplinary complaint be resolved as soon as possible. Before I make a final decision, I would like to meet with you and your chapter's advisors and review your chapter's proposed educational initiatives. If a meeting has not been scheduled by October 29, interim measures will be imposed, and your chapter will be restricted from participating in IFC social activities until this complaint is resolved.

Sincerely,

Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, housing board director
Michael Corelli, Director, Chapter Development, SAE International Fraternity
IFC President
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, chapter advisor
Kelly Jo Karnes, Associate Director, Office of Student Life
Bill Nelson, Director, Office of Student Life
Jason Pierce, Assistant Director, Office of Student Life



**Office of the Vice President for
Student Services and Dean of Students**

November 8, 2007

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: DISCIPLINARY COMPLAINT OUTCOME

On October 19, we met and discussed the disciplinary sanctions I proposed in a letter dated April 9. I proposed the sanctions in order to negotiate a resolution to a complaint I investigated in September, 2006. SAE Regional Director Mike Mansfield attended our meeting. During our meeting, you indicated that your organization is willing to accept the sanctions I proposed. We discussed your proposed method for taking internal disciplinary action with members who violate local laws and ordinances (which you spelled out in your October 10 letter to me). The final sanctions are as follows:

- 1) Your organization is on Disciplinary Probation through the end of the 2009-10 academic year (i.e., until June 1, 2010). While on probation, your chapter is not considered in good standing with the University. Any further violation of University of Iowa rules, Interfraternity Council rules, and/or chapter rules could lead to suspension of the chapter's University recognition.
- 2) If certain criteria are met (as explained below), the probation will expire June 1, 2009 (one year early).
- 3) During the spring 2008 semester, chapter representatives will present a risk management educational program to all new members of IFC/PHC chapters to be held at the Iowa Memorial Union (or at another large campus auditorium). The content of the program must be approved by the Office of Student Life and must focus on under-age alcohol consumption and must be approved in advance by IFC/PHC executive officers. For further discussion, contact Kelly Jo Karnes in the Office of Student Life.
- 4) Your chapter will implement the internal disciplinary plan set forth in your October 10 letter.

You indicated that your chapter is continuing to implement the program you spelled out earlier in writing, program goals you agreed to implement during the 2007-08, including:

- Sigma Alpha Epsilon will attend all IFC Legislative Council meetings and other meetings as called by the IFC (i.e., philanthropy chair roundtables, NRIT meetings, recruitment chair meetings).
- Sigma Alpha Epsilon will host at least three (3) chapter educational programs during each academic term until the end the probationary period with 75% of chapter membership in attendance at each event.

- Sigma Alpha Epsilon will have 75% of chapter membership in attendance at IFC sponsored educational programs throughout the course of each semester during the probationary period. In other words, if total chapter membership consists of 100 members, 75 members must attend at least one event during the semester.
- Sigma Alpha Epsilon will continue participating in Npower activities and programs, including students on the various NRIT workgroups.
- Sigma Alpha Epsilon leadership (president, vice president and other officers as determined) will meet with Kelly Jo Karnes, Associate Director, Office of Student Life bi-weekly during each academic term during the probationary period.
- Sigma Alpha Epsilon will recruit and retain a minimum of 3 chapter advisors. This does not include any House Corporation Board officers.
- Sigma Alpha Epsilon will design an academic assistance plan and implement the plan beginning with the fall 2007 term. The plan must be approved by the Office of Student Life.

As long as all of these conditions are met in 2007-08, and your chapter agrees to continue to maintain the same high levels of participation in 2008-09, the probation will expire June 1, 2009 (one year early). If your chapter fails to attain these conditions, however, a judicial hearing may occur with either the Greek Judicial Board or the Office of the Vice President for Student Services. *Like every other chapter, it is expected that Sigma Alpha Epsilon will hire a live-in advisor (house director) by the beginning of the fall 2009 academic term with details to be discussed with chapter leadership and alumni.*

If you have questions about your chapter's disciplinary status, call Mr. Baker as soon as possible at 335-3557.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chwatal, housing board director
Michael Corelli, Director, Chapter Development, SAE International Fraternity
IFC President
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, chapter advisor
Kelly Jo Karnes, Associate Director, Office of Student Life
Mike Mansfield, SAE Regional Director
Bill Nelson, Director, Office of Student Life



SIGMA ALPHA EPSILON

BE TRUE.

Eminent Archon, Iowa Beta Chapter
Sigma Alpha Epsilon

Saturday, February 9, 2008

Brother

By the authority of the Eminent Supreme Recorder of Sigma Alpha Epsilon, effective 3:45 pm, Central Standard Time on Saturday, February 9, the Iowa Beta chapter of Sigma Alpha Epsilon is hereby ordered to suspend all activity of the chapter until further notice.

Allegations of hazing within the chapter have been presented to the administration of the University of Iowa. This Cease and Desist Order is in response to those allegations, which were forwarded to fraternity staff at approximately 3:30 pm, CST today. The order is not an admission of guilt, nor an explicit implication of any member or members of the Iowa Beta chapter.

Until this Order is lifted, the members of Iowa Beta may convene only for the purposes of regular chapter meetings, meetings of special committees to respond to the allegations or to investigate the allegations on behalf of the chapter, and other administrative responsibilities such as IFC meetings where attendance by a representative of the chapter is mandatory. Participation in any intramural sports contests, social events, formal or informal recruiting, or any other event that is or could be interpreted as chapter-supported or endorsed is in violation of this Order. Violation of this Order may result in further penalties or sanctions against the chapter or its members.

The chapter is also ordered to cease all pledge class activities immediately and expedite the initiation of all pledge class members to be completed within the next 24 hours.

A handwritten signature in black ink, appearing to read "Mike Mansfield".

Mike Mansfield
Regional Director
Sigma Alpha Epsilon Fraternity



University of Iowa

303 North Riverside Drive
Iowa City, Iowa 52246-2313

Kelly Jo Karnes
Office of Student Life
Iowa Memorial Union
Iowa City, IA 52242

Dear Kelly Jo Karnes and the Office of Student Life:

The allegations brought against our chapter were that members of our chapter forced our new members to run on foot between sorority houses wearing t-shirts with demeaning messages written on them. After hearing the allegations brought forth against our chapter, we took immediate action in contacting the Office of Student Life and our liaison of communication with our National Headquarters, Mike Mansfield. Mike Mansfield immediately performed a cease and desist suspending our chapter until we have investigated the event thoroughly. So far our investigation of the event is as follows:

On Wednesday night, Feb 6th a majority of our new members and a few of our current members of our chapter visited four different sorority houses to serenade the sorority women. Most of the men walked on foot or took buses. There were multiple cars driven; both new members and current members were riding in the cars. The new members were wearing shirts with inappropriate names and messages on them created by each other and current members of the chapter as a joke; however, no one was forced to wear the shirts or partake in the event. From our investigation with new members the atmosphere that surrounded the event was not at all hostile or humiliating but was amusing for both our new members and the sorority women. The original intent of the event was to have some fun and serenade the sorority women, the t-shirts were meant to be humorous and were not meant to disrespect anyone. This obviously was not the case. Some sorority members were disturbed enough to express their concerns to the Office of Student Life.

The sorority serenade is part of our tradition, and unfortunately it was spoiled this year with tasteless, unacceptable behavior which is not a part of what our fraternity stands for or part of the new culture and goals our chapter is working towards. Events even remotely similar to this will not be tolerated in the future. Our chapter prides itself on being True Gentlemen, and this event is not a good representation of that at all. We realize how offensive and inappropriate this event was and are terribly embarrassed for ourselves individually, our chapter, Sigma Alpha Epsilon, and the entire Greek community at the University of Iowa. We have already held an emergency meeting to discuss the severity of the event's repercussions. All of our members are in agreement that the event was inappropriate and feel terrible about what happened. We will take steps to punish ourselves internally for our actions and lack of good judgment, apologize for our behavior, and to ensure that something like this doesn't happen again. Understand again that our chapter does not support this kind of behavior. S



University of Iowa

303 North Riverside Drive
Iowa City, Iowa 52246-2313

Our actions during this event are not only against our creed to be True Gentlemen but also our own personal integrity and goals for the chapter's future.

The culture of Iowa Beta has made dramatic improvements in the past two years thanks to the positive attitude and ambition of our recent leadership. Two years ago almost every position in our house ran unopposed; this past semester there was not one position that had to receive a vote of confidence. Our chapter is finally getting organized; we started off the semester by making long-term and short term goals outlining our steps towards continued improvement. Our house GPA has been on the rise throughout the last year and a half and is now over a 3.0, something we take great pride in. We increased our educational participation to almost 80% last semester (30% above OSL requirements). We now have two philanthropy events, bell ringing for the Salvation Army in the fall and our SAE Easter Egg Hunt in the spring which raises money for Children's Miracle Network. We were also one of the top fraternity money raisers for Dance Marathon this winter. Our intramural teams also have had great success. We won Geek league football as well as Theta-Phi Si 3 on 3 and Tri Delta's Day on the Diamond softball tournament last year. We had six members participate in our province Leadership School. We have developed a whole new awards banquet at the end of the semester to honor our seniors for their service to the chapter, honor brothers for academic excellence, brotherhood, and being True Gentlemen. We have informal recruitment plans in place to potentially have the best Spring/Summer recruitment this chapter has seen in a long time. We are also in the beginning stages of recruiting up to eleven or more additional chapter advisors to cover our twelve core areas located on True Gentlemen Initiative website (www.thetgi.net). We do realize though that these achievements mean nothing if we tarnish everything we stand for and are working towards with demonstrations like the one last Wednesday night. That is why our chapter is so distressed and embarrassed about our actions and is taking this event so seriously.

In reconciliation for our actions, we will be hand delivering formal written letters to the members of the sorority chapters that we visited apologizing to them if they were offended, informing them that our actions that night were not conducive to our fraternity's values nor our personal values, and that the messages were not meant to be serious or malicious in any way, shape, or form. As a personal punishment, we will be canceling our spring informal camping trip and suspending our social calendar indefinitely. We will be holding educational events in the near future to remind all members of the meaning and conduct of the True Gentlemen. We will also be doing a full- scale educational of Sigma Alpha Epsilon's risk management program to make sure our chapter has met all the standards and is following the guidelines set forth by the fraternity in all aspects of our chapter operations. Iowa Beta and Sigma Alpha Epsilon have been very assertive in handling this situation and would appreciate the opportunity to deal with this problem internally, using this mistake as a catalyst to strive toward the

Sigma Alpha Epsilon



Iowa Beta Chapter

University of Iowa

305 North Riverside Drive
Iowa City, Iowa 52246-2313

future successes we have already started. Again, we apologize for the immaturity of our actions and want to insure you that nothing like this will ever happen again.

Sincerely,

President of the Iowa Beta Chapter

Sigma Alpha Epsilon



**Office of the Vice President for
Student Services and Dean of Students**

February 14, 2008

President
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr
Iowa City, IA 52246

Dear

RE: NOTICE OF COMPLAINT

I have reviewed your undated letter to Ms. Kelly Jo Karnes regarding an incident on February 6, 2008. Your letter acknowledged that members of your chapter accompanied new members to four sorority houses as part of pledge education week. The new members sang inappropriate songs at the sorority houses and read sexually offensive statements that had been printed on their shirts by members of your chapter. At one sorority, female witnesses reported that one shirt read "I am a premature ejaculator" and another shirt read "I love the taste of 3 cocks in my mouth" and "I have a real small penis." The new members sang "When I think about you I touch myself." At least two sorority members were so offended at this behavior that they contacted the Office of Student Life to report it.

It is apparent that this incident violated University conduct rules. As explained in the University Policy on Student Organization Housing, the Vice President for Student Services has authority to revoke a chapter's official recognition and restrict the chapter's privileges when a member or members of the chapter violate University regulations in the course of the chapter's affairs, and the chapter failed to exercise reasonable preventive measures. The Policy is posted at <http://student-services.uiowa.edu/students/policies/3c.php>. Regulation 16 of the University of Iowa Code of Student Life requires that students observe the IFC anti-hazing policy. In addition, Regulation 16 requires that students observe the University of Iowa Sexual Harassment Policy. Because the report from the sorority described sexually offensive behavior, I have referred the complaint to the UI Office of Equal Opportunity & Diversity for review and investigation.

Given the information contained in your letter and the report from the sorority chapter, I have decided to take interim disciplinary action. Because your chapter was placed on probation in 2007 for an incident that occurred in 2006, interim sanctions are in order. In addition to the action taken by Mr. Mansfield, the Regional Director of Sigma Alpha Epsilon Fraternity, all chapter activities are hereby suspended. Until this complaint is resolved, your organization is not eligible to participate in Interfraternity Council (IFC) activities. Your chapter may not hold organized events, whether on

chapter property or elsewhere. Chapter officers may not use University facilities without permission from the Office of Student Life or the Office of the Vice President for Student Services. Your organization may continue to use the Fraternity Business Service office until further notice. Depending upon the outcome of the investigation, more serious sanctions may be imposed, including the possibility of derecognition for a period of time to be determined.

I would like to meet with you as soon as possible to discuss university procedures. To schedule an appointment with me and my staff members, call my secretary at 335-3557 as soon as possible. I strongly recommend that your chapter advisors attend the meeting.

For your information, my authority to impose interim sanctions is explained in the "Disciplinary Actions" sub-section of Section III.A.8 of "Policies & Regulations affecting Students," posted at <http://student-services.uiowa.edu/students/policies/3a.php>. At your request, your chapter will be provided an evidentiary hearing. If I decide to revoke your organization's University recognition, you may appeal my decision to the University President.

I look forward to meeting you and resolving this matter.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, Housing Board Director
Frank Ginocchio, General Counsel, SAE International Fraternity
Tom Goodale, Executive Director, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, Chapter Advisor
, IFC President
Kelly Jo Karnes, Associate Director, Office of Student Life
Tony Kerins, Associate Executive Director for Fraternity/Kerr Region
Mike Mansfield, Regional Director, Sigma Alpha Epsilon Fraternity
Bill Nelson, Director, Office of Student Life

cc:



SIGMA ALPHA EPSILON

BE TRUE.

Eminent Archon, Iowa Beta Chapter
Sigma Alpha Epsilon

Friday, March 14, 2008

Brother

As a follow up to the Cease and Desist Order that was executed on February 9, 2008, this letter will serve to outline the terms that may allow for the Iowa Beta chapter of Sigma Alpha Epsilon to once again operate in good standing.

In order for Iowa Beta to regain status as a chapter in good standing, the following conditions must be met.

1. A pledge program must be presented to Ms. Kelly Jo Karnes, Associate Director in the Office of Student Life. This program must include firm dates of formal pledging, a pledge education period not to exceed six weeks, and a date of formal initiation for all individuals who successfully complete the requirements. The proposal must be free of any hazing activity and must avoid any activity not explicitly approved by Ms. Karnes and/or the Dean of Students Office. The proposed pledge education program must include a written description, identified purpose and expected outcome of all pre-initiation activities, including retreats, alumni involvement, social events and any other activities that involve the pledge class or any of its members. In accordance with our Fraternity Laws, all aspects of the recruitment and the initiation processes will be alcohol-free and free of any hazing.
2. A planned schedule of member education events must be presented to and approved by Ms. Karnes and the Dean of Students Office. This schedule must include dates, locations, and the names and affiliations of guest presenters, if any. A minimum of one educational presentation per month must be included in the schedule. The schedule must include exact dates for the spring semester 2008 as well as tentative dates for the fall and spring semesters of the 2008-09 academic year.

3. An Alumni Advisory Board (AAB) must be established with a minimum of four members. A President of the AAB must be designated who will serve as the official contact person for the group. This board may be composed of chapter alumni, or alumni from other chapters of Sigma Alpha Epsilon who live in relative proximity to the University of Iowa. At least one member of the AAB must live close enough to the University of Iowa such that he can physically visit the chapter and partake in at least two chapter meetings, retreats, or executive committee meetings each month during the academic year. Visits by the members of AAB should be documented and recorded, in order to substantiate compliance with the Fraternity Laws, Title VIII, Sections 57 and 58 (Chapter Advisor, Chapter Advisory Board.) At least one member of the AAB must be designated to work directly on pledge education programs with the chapter president and the pledge educator. All members of the AAB shall be approved by a vote of the chapter, and may only serve in this capacity with the approval of the Province Archon for Province Tau.

Once the Alumni Advisory Board has been identified and approved, and the programs for pledge and member education have been finalized, the Cease and Desist Order of February 9, 2008 may be lifted and the chapter may be allowed to resume daily operations.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Mansfield".

Mike Mansfield
Regional Director
Sigma Alpha Epsilon Fraternity



**Office of the Vice President for
Student Services and Dean of Students**

July 21, 2008

President
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr
Iowa City, IA 52246

Dear

RE: FINAL SANCTIONS

I am writing to inform you that your chapter's status has been modified to permit your chapter to participate in fall 2008 recruitment activities. Based upon the information you provided to me on May 23 and July 8, the interim sanctions I imposed on February 14, 2008 following an incident of misconduct February 6, have been removed. Before I outline the sanctions that are now in effect, I will first review your chapter's disciplinary record and explain the complaint resolution process.

At the time I received the February 6, 2008 complaint, your chapter was on probation as a result of an incident in your chapter house in September, 2006. Consequently, when I learned that SAE international headquarters had taken action to restrict chapter activities pending the outcome of their investigation, I wrote to you on February 14 and explained that your organization was not eligible to participate in Interfraternity Council (IFC) activities and could not hold organized events, whether on chapter property or elsewhere. During our meeting on February 22, you acknowledged that active members of your chapter had accompanied new members to four sorority houses in February 6 as part of pledge education week. The new members sang inappropriate songs at the sorority houses and read sexually offensive statements that had been printed on their shirts by members of your chapter. During our discussion, I clarified that the interim sanctions would remain in effect for the time being.

After SAE international headquarters completed their investigation of the February 6 incident, you contacted my office by e-mail on May 23 and provided information about your chapter's classroom performance. You also furnished a list of chapter members charged by local police with criminal violations, and you submitted a "Responses to Report" statement of how your chapter intended to address individual violations of community standards. On June 3, Tom Baker, the Associate Dean of Students, e-mailed you and explained I was not quite satisfied with internal discipline model you proposed. He invited you to submit a second draft, which I received July 8. I find the July 8 draft does clarify for members the consequences of second and third offenses. I accept the

"Arrests/Citation Policy for the Iowa Beta Chapter of Sigma Alpha Epsilon" with the understanding that you and other chapter leaders are taking prompt action to implement these new standards.

Because I have decided not to revoke your chapter's recognition, and because you did not dispute the allegations, no formal hearing will be held in response to this complaint. Under the procedure explained in the *Policies & Regulations affecting Students*, a hearing is usually scheduled when the vice president is considering revoking an organization's recognition. Since you did not dispute the allegations, the record will show that your chapter was found guilty of violating University regulations governing IFC chapters on February 6. In addition, the following sanctions will be imposed:

- 1) Your organization is on Disciplinary Probation through the end of the 2009-10 academic year (i.e., until June 1, 2010). While on probation, your chapter is not considered in good standing with the University.
- 2) Any further violation of University of Iowa rules, Interfraternity Council rules, and/or chapter rules will result in the suspension of your chapter's University recognition. This includes, but is not limited, to the IFC social rules and risk management rules.
- 3) Your chapter will implement the internal disciplinary plan set forth in your July 8 e-mail to Mr. Baker.
- 4) During the 2008-09 academic year, you or another representative of your chapter will meet on a monthly basis with the Associate Director of Student Life (Kelly Jo Karnes) and the Assistant Director for Fraternity & Sorority Life (Melissa Shaub). The academic assistance plan your chapter implemented beginning in the fall 2007 term will be reviewed and revised where necessary.
- 5) During the 2008-09 academic year, the arrest/citation rate of your chapter must show a measurable decline compared to the 2007-08 arrest/citation rate.
- 6) During the 2008-09 academic year, at least one chapter alumni advisor must attend all new member events, programs, and ceremonies.
- 7) During the 2008-09 academic year, each chapter-sponsored event with alcohol must be registered with IFC, and your chapter is limited to sponsoring two IFC-registered social events per semester with alcohol. Parent weekend events and parties with older alums are not considered events requiring registration. If chapter members hold an unregistered event with alcohol, this would be considered a violation of IFC rules.
- 8) As your chapter did last year, Sigma Alpha Epsilon reps will attend all IFC Legislative Council meetings and all other meetings as called by the IFC (philanthropy chair roundtables, NRIT meetings, and recruitment chair meetings) during the 2008-09 academic year.
- 9) Whenever IFC sponsors an education program in the 2008-09 academic year, Sigma Alpha Epsilon will have at least 75% of chapter membership in attendance at the educational

program. In other words, if total chapter membership consists of 100 members, 75 members must attend at least one event during the semester. (This was one of the provisions in last year's sanction letter.)

10) Sigma Alpha Epsilon will continue participating in Npower activities and programs in 2008-09, including students on the various NRIT workgroups.

11) As your chapter did last year, Sigma Alpha Epsilon will recruit and retain a minimum of 3 chapter advisors for the 2008-09 academic year. This does not include any House Corporation Board officers.

If you have any questions about your chapter's status, call Mr. Baker, the Associate Dean of Students, at 335-3557.

Sincerely,



Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Mike Chvatal, Housing Board Director
Frank Ginocchio, General Counsel, SAE International Fraternity
David Grady, Director, University Life Centers
Bob Hall, Chapter Advisor
, IFC President
Kelly Jo Karnes, Associate Director, Office of Student Life
Tony Kerins, Associate Executive Director for Fraternity/Kerr Region
Mike Mansfield, Regional Director, Sigma Alpha Epsilon Fraternity
Bill Nelson, Director, Office of Student Life
Melissa Shaub, Assistant Director for Fraternity & Sorority Life

cc: chvat0315@aol.com; rhhall@aol.com;
MMansfield@SAE.net; fginocchio@sae.net; tkerins@sae.net

To: , President, Sigma Alpha Epsilon Fraternity

From: IFC Chief Justice
PHC Chief Justice

Re: Standards Board Hearing

Date: March 9, 2009

A complaint has been filed against your chapter or members of your chapter. Based on the content of the complaint, your chapter is being charged with the alleged violation listed below:

Alleged violation: Article XI: Drug and Alcohol Policy, Subsection A, B, and C:

- A. *Policy statement: All social events on chapter property must be dry, meaning with no alcohol present under any circumstances.*
- B. *Alcohol consumption on chapter property is prohibited by students under the legal drinking age and is restricted to the private rooms of students 21 years of age or older. Persons of legal age may not possess or consume alcohol in the presence of an underage student or guest. Persons under the legal age may not permit guests, including those of legal age, to possess or consume alcohol within their rooms. Students who are of legal age are permitted to drink alcoholic beverages in their rooms, but only if all the persons assigned to that room are of legal age and any guests in the room are of legal age. No more than 5 legal individuals may be drinking or possessing alcohol in a private room at any given time.*
- C. *Alcoholic beverages are prohibited in hallways, stairways, lobbies, lounges, restrooms and all other public areas on chapter property.*

At the judicial board hearing on March 6, 2009 the Sigma Alpha Epsilon chapter pleaded responsible to the aforementioned charges. After deliberation the judicial board has decided to issue a formal warning along with a required in-house educational with Ms. Kelly Jo Karnes regarding the importance of adhering to the IFC Constitution. This educational will not count towards your required total for the semester. Your chapter will be responsible for setting up the educational with Ms. Karnes at kellyjo-karnes@uiowa.edu by April 15, 2009.

Should you have any questions, please contact

Sincerely,

IFC Chief Justice
PHC Chief Justice



FRATERNITY & SORORITY LIFE

THE UNIVERSITY OF IOWA

39A Iowa Memorial Union
125 North Madison St.
Iowa City, IA 52242
319-335-3252
www.uiowagreeks.com

To: President, Sigma Alpha Epsilon

From: IFC Chief Justice
PHC Chief Justice

Re: Standards Board Hearing

Date: May 12th, 2009

A complaint has been filed against your chapter or members of your chapter. Based on the content of the complaint, your chapter is being charged with the alleged violation listed below:

Alleged violation: Article XI: Drug and Alcohol Policy, Section 2, Subsection A and B:

- A. *Fraternities and sororities must comply with their own insurance policies rules and regulations in terms of social events. Under most policies, this includes guest lists and registration, assigning of designated drivers and an emergency risk management protocol.*
- B. *Fraternities and sororities must submit an even registration form for all social events to the Office of Student Life.*
 1. *Forms must be filed on Wednesday by 12 p.m. of the week of the function.*

Your chapter is also in violation of the FIPG Risk Management Policy Section 9 which states:

9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

A Judicial Board hearing will be scheduled next semester. You will be contacted via e-mail with the date and confirmation will be needed within the following five days.

During the hearing you will be informed of the charges and afforded the opportunity to respond and present any witness testimony. If you wish, an advisor of your choice may be present at the hearing. Prior to the hearing, you are advised to review the procedures and opportunities afforded to your chapter in the Greek Judicial Manual.

It is vital that you attend this hearing. Failure to do so will result in information and testimony being presented in your absence. Deliberation to reach a verdict will follow the hearing and will be assessed off of relevant information. If you have a time conflict with the scheduled standards board hearing, you must contact me at least 48 hours in advance to



FRATERNITY & SORORITY LIFE
THE UNIVERSITY OF IOWA

39A Iowa Memorial Union
125 North Madison St.
Iowa City, IA 52242
319-335-3252
www.uiowagreeks.com

rschedule. Should you have any questions, please contact

at

Sincerely,

IFC Chief Justice
PHC Chief Justice

CC: Kelly Jo Karnes
Melissa Shaub



FRATERNITY & SORORITY LIFE THE UNIVERSITY OF IOWA

39A Iowa Memorial Union
125 North Madison St.
Iowa City, IA 52242
319-335-3252
www.uiowagreeks.com

To: President, Sigma Alpha Epsilon Fraternity

From: IFC Chief Justice
, PHC Chief Justice

Re: In-Chapter Educational and Non-Alcoholic Social Requirements

Date: September 16, 2009

A complaint has been filed against your chapter or members of your chapter. Based on the content of the complaint, your chapter has been charged with the violations listed below:

Article XIV: Educational Policy

Section 1: Each member chapter must attend an IFC sponsored educational. Each member chapter must obtain 50% of the membership in attendance at a registered educational over the course of the semester.

Article XIV: Educational Policy

Section 2: Each member chapter must organize two in-house educational programs. Each member chapter must obtain 70% of the membership in attendance at registered in-house educational events over the course of the semester.

ARTICLE XI: Social Events Policy

Section 5: Alcohol Education and Programming
C. Each chapter must also organize non-alcoholic events. Each chapter must obtain 70% of the membership in attendance at registered non-alcoholic events over the course of the semester.

As your chapter did not complete your extra requirements for IFC Educations per your sanction last semester, your chapter is required to have an attendance of 75% by the end of the Fall 2009 semester. For each percentage point less than 75% your chapter achieves, your chapter will be fined \$10. As your chapter did not complete your extra requirements for In-Chapter Educations and Non-Alcoholic Socials per your sanction last semester, your chapter will be required to complete three of each by the end of the Fall 2009 semester. For each one of these your chapter does not complete, your chapter will be fined \$200.

Sincerely,

, IFC Chief Justice
PHC Chief Justice

CC: Kelly Jo Karnes, Associate Director, Office of Student Life



FRATERNITY & SORORITY LIFE THE UNIVERSITY OF IOWA

39A Iowa Memorial Union
125 North Madison St.
Iowa City, IA 52242
319-335-3252
www.uiowagreeks.com

September 18, 2009

President, Sigma Alpha Epsilon
302 Riddigeland Ave.
Iowa City, IA

This letter is to formally notify the Sigma Alpha Epsilon chapter that they are in violation of the University of Iowa Interfraternity Council Constitution, Article XI, Section 2, Parts A and B which read:

"A. Fraternities and sororities must comply with their own insurance policies rules and regulations in terms of social events. Under most policies, this includes guest lists and registration, assigning of designated drivers and an emergency risk management protocol.

B. Fraternities and sororities must submit an even registration form for all social events in 39A Iowa Memorial Union.

1. Forms must be filed on Wednesday by 12 p.m. of the week of the function."

Your chapter is also in violation of the FIPG Risk Management Policy Section 9 which states:

9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

It was reported that your chapter failed to complete proper registration for a four-way exchange held at Union Bar, downtown Iowa City, held on April 16, 2009. It was also reported that this unregistered social involved "keg races" between the four chapters.

A Judicial Board hearing will be held to determine if a sanction will be issued. As multiple IFC and PHC chapters have been charged as a result of this event, we will be holding a Joint IFC and PHC Judicial Hearing. You/your chapter will have a scheduled time for your portion of the hearing and will be able to testify individually, however all chapters involved will testify on the same day. Please note that both IFC and PHC justices will be hearing from all chapters involved and will adjudicate individual chapters accordingly.

Your hearing has been set for: Wednesday, October 14, 2009 at 2:40 PM. Your location will be e-mailed to you.

Your attendance at this hearing is crucial. A failure to attend the hearing will result in information and testimony being presented in your absence. Please remember that you are welcome to bring your advisor to any judicial hearings.

In the event of a scheduling conflict, you may contact me at least 48 hours prior to the scheduled hearing to reschedule. You may only reschedule your hearing once.

If you have any questions or need any other information, please feel free to call or e-mail one of us at
or

Thank you,

PHC Chief Justice

IFC Chief Justice

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FRATERNITY & SORORITY LIFE THE UNIVERSITY OF IOWA

39A Iowa Memorial Union
125 North Madison St.
Iowa City, IA 52242
319-335-3252
www.uiowagreeks.com

September 18, 2009

President, Sigma Alpha Epsilon
302 Rdgeland Ave.
Iowa City, IA

Sigma Alpha Epsilon chapter was charged in violation of the University of Iowa Interfraternity Council Constitution, Article XI, Section 2, Parts A and B which read:

"A. Fraternities and sororities must comply with their own insurance policies rules and regulations in terms of social events. Under most policies, this includes guest lists and registration, assigning of designated drivers and an emergency risk management protocol.

B. Fraternities and sororities must submit an even registration form for all social events in 39A Iowa Memorial Union.

1. Forms must be filed on Wednesday by 12 p.m. of the week of the function."

Your chapter was also charged in violation of the FIPG Risk Management Policy Section 9 which states:

9. No member or pledge, associate/new member or novice shall permit, tolerate, encourage or participate in "drinking games." The definition of drinking games includes but is not limited to the consumption of shots of alcohol, liquor or alcoholic beverages, the practice of consuming shots equating to one's age, "beer pong," "century club," "dares" or any other activity involving the consumption of alcohol which involves duress or encouragement related to the consumption of alcohol.

It was reported that your chapter failed to complete proper registration for a four-way exchange held at Union Bar, downtown Iowa City, held on April 16, 2009. It was also reported that this unregistered social involved "keg races" between the four chapters.

Your chapter pled "responsible" for violating the University of Iowa Interfraternity Council Constitution, Article XI, Section 2, Parts A and B. The Interfraternity Council found you not responsible for the FIPG Risk Management Policy Section 9 for lack of evidence. **Your chapter's sanction is a \$200 fine.** The check should be made out to "IFC" and should be delivered to [redacted], IFC Vice President for Finance & Operations by the IFC Council Meeting on October 28th.

If you have any questions or need any other information, please feel free to call or e-mail me at

If you wish to appeal the sanction, an appeal must be made within five (5) days and submitted in writing to the Interfraternity Council President.

Thank you,

IFC Chief Justice

cc: Kelly Jo Karnes, Judicial Board Advisor
Bob Hall, Sigma Alpha Epsilon Chapter Advisor

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**Office of the Vice President for
Student Services and Dean of Students**

October 26, 2009

President
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr
Iowa City, IA 52246

Dear

RE: NOTICE OF POSSIBLE LOSS OF UNIVERSITY RECOGNITION

The Office of the Dean of Students is reviewing your organization's compliance with the disciplinary expectations put forth in a letter from then Vice President Jones dated July 21, 2008. As you know, your chapter was placed on disciplinary probation for two years following a series of incidents dating back to 2006. The probation period does not expire until June 1, 2010. During the period of probation, Dr. Jones specified that your chapter must observe all Interfraternity Council (IFC) rules and be represented at all IFC meetings, among other requirements. Your chapter was also required to reduce the arrest/citation rate for members and complete in-chapter educational programs.

A recent e-mail message to the Office of the Dean of Students from Kelly Jo Karnes, Associate Director of Student Life, indicated that your chapter may not have met all of the expectations detailed in the July 21, 2008, letter. In the spring semester 2009, your chapter apparently failed to complete the required number of in-chapter educational programs and failed to meet the required minimum attendance standard for out-of-chapter educational programs. In February 2009, your chapter violated the IFC rule on bar crawls. In March 2009, a member of your chapter held an unauthorized social event in your chapter house with alcohol. In May 2009, representatives of SAE participated in an unregistered social event. During the 2008-09 academic year, your chapter's arrest/citation rate increased to 22% from 16% the previous year. Earlier this fall semester, your chapter was not represented at several IFC meetings and has since lost voting privileges.

I would like to meet with you as soon as possible to discuss the terms of the July 21, 2008, letter and your chapter's performance. To schedule an appointment with me, call Genea Bean, my secretary, at 335-3557 as soon as possible. I strongly recommend that your chapter advisors attend the meeting with you. Thomas Baker, Associate Dean of Students, will also attend the meeting along with staff members of the Office of Student Life.

For your information, my authority to impose interim sanctions is explained in the "Disciplinary

Actions" sub-section of Section III.A.8 of "Policies & Regulations affecting Students," posted at <http://student-services.uiowa.edu/students/policies/3a.php>. If you believe that any of the allegations are incorrect, your chapter will be provided an evidentiary hearing at your request to contest the charges. If I decide to revoke your organization's University recognition, you will be offered the opportunity to appeal my decision to the University President.

I look forward to meeting with you.

Sincerely,

David L. Grady
Associate Vice President for Student Services
and Dean of Students

cc: IFC President
Mike Chvatal, Housing Board Director
Frank Ginocchio, General Counsel, SAE International Fraternity
Tom Goodale, Executive Director, SAE International Fraternity
Bob Hall, Chapter Advisor
Kelly Jo Karnes, Associate Director, Office of Student Life
Tony Kerins, Associate Executive Director for Fraternity/Kerr Region
Mike Mansfield, Regional Director, Sigma Alpha Epsilon Fraternity
Bill Nelson, Director, Office of Student Life
Melissa Shaub, Assistant Director, Office of Student Life

ec:

chvat0315@aol.com;
tgoodale@sae.net;
rhhall@aol.com;
MMansfield@SAE.net;
fginocchio@sae.net;
tkerins@sae.net



**Office of the Vice President for
Student Services and Dean of Students**

January 12, 2009

President
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr
Iowa City, IA 52246

Dear

RE: REVISED SANCTIONS

Thank you for providing me with Iowa Beta's *Plan of Action* to bring the chapter back into good standing with the University. Based upon your *Plan of Action* and the commitment of your chapter's student and alumni leadership to implement and sustain this plan, the following revised sanctions are imposed:

- 1) Your chapter will remain on Disciplinary Probation through the end of the calendar year (i.e., until December 31, 2010). While on probation, your chapter is not considered in good standing with the University.
- 2) Any further violation of University of Iowa policies, Interfraternity Council policies, and/or chapter policies will result in the suspension of your chapter's University recognition. This includes, but is not limited, to the IFC social policies and risk management policies.
- 3) Your chapter will implement the initiatives outlined in your December 14, 2009, *Plan of Action*. These initiatives include the new chapter committee structure, the new chapter Arrest/Citation Policy, and the new chapter Standards and Ethics Board.
- 4) At least one alumni advisor must attend all meetings of the Standards and Ethics Board.
- 5) During the Spring 2010 semester, you or another representative of your chapter will meet on a monthly basis with the Associate Director of Student Life (Kelly Jo Karnes) and the Assistant Director for Fraternity & Sorority Life (Melissa Shaub). The Plan of Action will be reviewed and revised where necessary. Additional chapter officers may be required to attend, as necessary.
- 6) During the Spring 2010 semester, the arrest/citation rate of your chapter must show a measurable decline compared to the 2008-09 arrest/citation rate.



Office of the Dean of Students

March 4, 2011

President
Sigma Alpha Epsilon Fraternity
303 N. Riverside Drive
Iowa City, IA 52246

Dear

RE: SANCTIONS COMPLETED

Thank you for meeting with Kelly Jo Karnes, Melissa Shaub, and me on Thursday, February 17th to provide me information about the current status of your chapter. I appreciated the opportunity to review the chapter's Plan of Action again, in an effort to bring the Sigma Alpha Epsilon back into good standing with the University, as well as the opportunity revisit the sanctions imposed on your chapter from 2008 (revised 2009). Based upon our conversation, your efforts, and your chapter's revised Plan of Action to ensure sustainability (attached), please note the following:

- 1) The Sigma Alpha Epsilon chapter has completed its probation and has now returned to good standing with regards to the non-academic disciplinary system.
- 2) Any further violation of University of Iowa rules, Interfraternity Council rules, and/or chapter rules could result in the suspension of your chapter's University recognition. This includes, but is not limited, to the IFC social rules and risk management rules.
- 3) Record of this complaint will be maintained on file in the Office of the Dean of Students. Please be advised that your chapter's probation would be taken into consideration when determining sanctions in the event that another violation was to occur.

I encourage your chapter leadership and members to continue to work on the following items from your Plan of Action, as you are creating a cultural shift within your chapter:

- 1) Continuous evaluation and full implementation of your Plan of Action. These initiatives include the new chapter committee structure, Arrest/Citation Policy, and the new chapter Standards and Ethics Board. Please continue to include at least one alumni advisor in attendance at all meetings of the Standards and Ethics Board.
- 2) Frequent meetings and interactions with either the Associate Director of Student Life (Kelly Jo Karnes) and/or the Assistant Director for Fraternity & Sorority Life (Melissa Shaub). I would encourage monthly meetings.
- 3) Continuous efforts and plans to decrease the arrest/citation rate of your chapter members.
- 4) Active involvement with the Fraternity and Sorority Community by attending all IFC Legislative Council meetings, as well as all other meetings as called by the IFC (roundtables, recruitment chair meetings, etc.). This includes meeting all of the minimum requirements of all chapters by the IFC.

- 5) Continuous recruitment of alumni volunteers and advisors to assist with the event, programs and activities of your chapter.

You must sustain the change you discussed in our meetings. I believe that you and the other members who have attended our meetings are committed to leading the change your chapter needs. You must work to ensure all members of your chapter, now and in the future, are committed to these changes and live up the expectations of a "True Gentleman." To do this, you will need the assistance of your national organization, your regional and local alumni leaders, your chapter members, and UI staff. You have my continued commitment of assistance from staff in the Office of Student Life and my assistance. I trust the same commitment will come from Sigma Alpha Epsilon.

Sincerely,



David L. Grady
Associate Vice President
and Dean of Students

Cc: Kelly Jo Karnes, Associate Director of Student Life
Melissa Shaub, Assistant Director of Student Life

Ec: David DeMik, House Director & Advisor – david-demik@uiowa.edu
Frank Ginocchio, SAE Director of Risk Management – fginocchio@sae.net
Bob Hall, Chapter Advisor – rhhall@aol.com
Steve Priepe, SAE Executive Director – spriepe@sae.net

Attachment: Sigma Alpha Epsilon's Future Sustainability

Sigma Alpha Epsilon's Future Sustainability

In our last meeting, we reviewed Sigma Alpha Epsilon's *Plan of Action* and discussed how it was implemented over the past year. I believe that our future as a fraternity can be greatly influenced by it in following its rules, guidelines, and principles. Further, it is our duty as True Gentlemen to uphold a first class image of scholarship, service, and integrity with the university and among our community.

The progress that we made in the last year under leadership has positioned the fraternity for future success and prosperity. Our newly elected Executive Board is a group of men dedicated to upholding our values and they have no problem standing up for what they believe in and what is morally right. I am a firm believer in the idea that in order to make progress and sustain success, you need to surround yourself with other motivated individuals. That is direction our chapter is moving. The Executive Board and I have a very healthy relationship and work well as a cross functional team; brain storming, creating, revising, analyzing.

As we have done in compliance with university requests during our probation, we hope to continue to make progress by setting, and surpassing goals. Some of Sigma Alpha Epsilon's future plans include:

- Raising our chapter's cumulative grade point average significantly.
 - Our new "study hours" policy requires members to attend mandatory study hours twice a week.
- Lower our arrest rate.
 - Our new point system will deduct points for arrests and take away social privileges for arrests. Further, our standards board will require community service for every citation.
- Involvement within the community.
 - Our members' volunteering in the community has increased over the past year. We plan to emphasize the importance of service and further increase our participation.
- Maintain a strong Standards Board.
 - Our standards board will hold members accountable for their actions.
- Identify and develop future leaders.
 - Our Executive Board will come together and discuss which members that we think fit to lead our fraternity in the future.
- Maintain strong alumni relations
 - Our new alumni contacts list will make it easy to keep in touch with graduates. We will work at continuing to add alumni to the group of alumni already actively engaged in house affairs.

We hope to become a flagship fraternity on The University of Iowa's campus. This can, and will, be achieved with a motivated and caring group of leaders. Our *future* plan of action upholds our commitment to continually strive to uphold the ideas of the *True Gentlemen*, and we believe it will keep us in excellent standing with the university.



Office of the Dean of Students

May 9, 2011

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear .

RE: NOTICE OF COMPLAINT

I am in receipt of information regarding an apparent violation of IFC rules and Code of Student Life rules by new members of your chapter. On April 7, members of your chapter participated in a skit as part of Greek Follies at the Iowa Memorial Union. It was reported to University staff that Sigma Alpha Epsilon freshmen involved in the skit at Follies had consumed a considerable amount of alcohol prior to taking the stage. Later, it was reported that nearly half of the Sigma Alpha Epsilon men in the skit had consumed alcohol that evening.

Rule 17 of the Code of Student Life prohibits possession and consumption of alcoholic beverages on campus without authorization. In addition, off-campus consumption is prohibited by Rule 17 for persons under the legal drinking age. Interfraternity Council (IFC) policy prohibits alcohol consumption at IFC-sponsored events.

, this is a particularly disappointing development since we just met in February to discuss your chapter's completion of a previous University Probation, and your plans for moving the chapter forward. I would like to meet with you as soon as possible to discuss the allegations. To schedule an appointment with me, call my secretary at 335-3557 as soon as possible. Thomas Baker, the Associate Dean of Students, will also attend the meeting. Given the gravity of the report, I strongly recommend that your chapter adviser(s) attend the meeting. Until this complaint is resolved, your chapter may not hold organized events, whether on chapter property or elsewhere, and may not participate in IFC activities. Depending upon the outcome of the investigation, more serious sanctions may be imposed.

For your information, University policy authorizes the Vice President of Student Life to sanction a student organization when members of the organization violated University regulations and the organization failed to exercise reasonable preventive measures (see Section III.A.8 of "Policies & Regulations affecting Students," which is posted at <http://dos.uiowa.edu/university-policy-on-student-organization-housing/>). The procedure allows for an informal resolution of the complaint with the Dean of Students. In the event we are not able to reach an accord with regard to the allegations, your chapter will be provided an evidentiary hearing prior to the final decision. If the vice president decides to revoke your organization's University recognition, you may appeal the decision to the University President.

Sincerely,

David L. Grady
Associate Vice President
and Dean of Students

cc: Steve Cary, House Corp.
Steven Kronenberg, Regional Director, SAE International Fraternity
, IFC President
Steven Priepe, Executive Director, SAE International Fraternity
Bob Hall, Chapter Adviser
Dave DeMik, House Director
Bill Nelson, Director, Center for Student Involvement & Leadership
Kelly Jo Karnes, Associate Director, Center for Student Involvement & Leadership
Melissa Shaub, Assistant Director for Fraternity & Sorority Life

249 Iowa Memorial Union
Iowa City, Iowa 52242-1317
319-335-3557 Fax 319-335-3559
dos@uiowa.edu
dos.uiowa.edu



Office of the Dean of Students

June 20, 2011

President, Iowa Beta Chapter
Sigma Alpha Epsilon Fraternity
303 N. Riverside Dr.
Iowa City, IA 52246

Dear

RE: PROPOSED SANCTIONS FOR SPRING SEMESTER POLICY VIOLATION

On May 9, 2011, I wrote to you regarding an apparent violation of IFC rules and Code of Student Life rules by new members of your chapter during the Greek Follies April 7 at the Iowa Memorial Union. We met on May 11 and discussed the allegations. Bob Hall, the chapter advisor, and Dave DeMik, the House Director, also attended our meeting. During our meeting, you acknowledged that several first-year Sigma Alpha Epsilon members scheduled to participate in the skit at Follies consumed a considerable amount of hard liquor prior to taking the stage. You explained your chapter was taking internal disciplinary action against the individual members who consumed alcohol on the evening in question (about 60% of the first-year class). Every first-year member, whether they drank alcohol or not that night, was required to complete an alcohol education class on April 26 taught by a Health Iowa educator.

University of Iowa rules governing IFC chapters cover cases such as this. Under the rules, sanctions may be imposed if (a) organizational funds were allocated in violation of University policies or (b) a member or members of the group violated University regulations (1) at an event sponsored by the group or (2) in the course of the Group's affairs and the Group failed to exercise reasonable preventive measures. The University Policy on Student Organization Housing is posted at <http://dos.uiowa.edu/university-policy-on-student-organization-housing/>.

Because chapter members engaged in conduct prohibited by the UI Code of Student Life on April 7, Student Organization Housing rules were violated. Rule 17 of the Code of Student Life prohibits possession and consumption of alcoholic beverages on campus without authorization. In addition, off-campus consumption is prohibited by Rule 17 for persons under the legal drinking age. Interfraternity Council (IFC) policy prohibits alcohol consumption at IFC-sponsored events.

After further consideration, I am prepared to impose a chapter sanction short of revocation of recognition. Because there is a general agreement as to the facts, I propose that we resolve the complaint through negotiated resolution. I am prepared to resolve the complaint informally in lieu of a formal hearing if your chapter is prepared to accept the following sanctions:

- 1) Disciplinary Probation through the end of the 2011-12 academic year (i.e., until June 1, 2012). While on probation, a recognized chapter is not considered to be in good standing and any further violations of University policies, Interfraternity Council rules, and/or chapter rules could lead to suspension of the chapter's University recognition.
- 2) The chapter will not be allowed to host or participate in any social events involving alcohol during the 2011-2012 academic year.
- 3) The chapter will be required to host a minimum of three (3) non-alcoholic social events each semester during the 2011-12 academic year. These events must be registered via the respective IFC procedures, and all paperwork must be submitted on time.

- 4) The chapter will not be allowed to participate in Homecoming 2011 (including the sweepstakes competition, the parade, Iowa Shout, banner competition, Ruckus at the Rec). Any alumni activities that may involve/include the undergraduate chapter must be approved by Melissa Shaub, Coordinator for Fraternity and Sorority Life. Based on adherence to these sanctions, as well as other University policy and IFC policy, during the 2011 Fall semester, the chapter may retain the privilege of participating in Greek Week 2012. This decision will be made at the conclusion of the 2011 Fall semester.
- 5) During the fall 2011 semester, chapter representatives will hold at least one (1) session to educate all chapter members (including initiated and new members) about bystander intervention. For suggestions about possible instructors, contact Ms. Kelly Jo Karnes, Center for Student Involvement & Leadership. The content of the program must focus on under-age alcohol consumption and methods for asserting yourself into the conversation in order to ensure your brothers are not put at risk. Also, the program should include training on the warning signs of high-risk drinking.
- 6) The chapter must be represented at every IFC legislative meeting during the 2011-2012 academic year. The chapter will not retain voting privileges during the 2011 Fall semester. Voting privileges will be reinstated for the 2012 Spring semester if the chapter meets its Fall 2011 requirements.
- 7) The chapter must fulfill all obligations and requirements of member fraternities of the IFC, including but not limited to dues, educational programming, service hours, non-alcoholic social programming, and meeting attendance.
- 8) Additional disciplinary measures may be imposed in the event the chapter's membership arrest rate for the 2011-12 academic year proves to be higher than the arrest rate for all University of Iowa male undergraduates. Before any decision is made, I will meet with representatives of your chapter and the Fraternity and Sorority Advisor, and we will discuss your chapter's arrest rate and consider whether additional means need to be undertaken in order to reduce the arrest rate to a more reasonable level.
- 9) Any violation of these sanctions, or additional violation of University policy or IFC policy, may result in a mandatory membership review conducted international headquarters representatives of Sigma Alpha Epsilon Fraternity.

I am disappointed this is the second time since 2008 that your chapter has been on probation. I had hoped that the efforts you made during the last probation would have changed the culture of the chapter. That does not seem to be the case. I hope that Sigma Alpha Epsilon will take advantage of this second chance to make and sustain systemic changes in the culture of the chapter.

Please discuss my proposal with appropriate chapter advisors and reply to this letter in writing **no later than July 1**. I look forward to receiving your reply. Later this summer, I intend to discuss your case with the current officers of the Interfraternity Council.

Sincerely,



David L. Grady
Associate Vice President
and Dean of Students

cc: Steve Cary, House Corp.
Bob Hall, Chapter Adviser
Kelly Jo Karnes, Associate Director, Center for Student Involvement & Leadership
Steven Kronenberg, Regional Director, SAE International Fraternity
Ben Miller, House Director
Bill Nelson, Director, Center for Student Involvement & Leadership
FC President
Steven Priepke, Executive Director, SAE International Fraternity
Melissa Shaub, Assistant Director for Fraternity & Sorority Life



Office of the Dean of Students

July 10, 2012

Sigma Alpha Epsilon

Dear

The Fraternity and Sorority Life Arrest and Citation Reports have been generated for the Spring 2012 semester. The report for Sigma Alpha Epsilon indicates that its arrest and citation rate (15.25%) exceeds the Undergraduate Female Charge Rate (3.37%), and there has been no progress toward reducing the chapter's rate. Kelly Jo Karnes in the Center for Student Involvement & Leadership can provide you a copy of your chapter's arrest report.

As a result of being out of compliance with the Fraternity and Sorority Life Arrest and Citation Policy for the second consecutive semester, Tier 2 sanctions as outlined in the policy document (<http://bit.ly/Oy7HEV>) will be imposed effective immediately:

- Chapter must host one (1) non-alcoholic event in order to host one (1) event at which alcohol is available.
- Chapter may host no date parties or formals.
- Chapter may host no more than four (4) events at which alcohol is available.

Chapters may request recalculation of their modified arrest and citation ratio for any of the following reasons:

1. A member who was reported as arrested or cited was acquitted of all the charges arising from the incident.
2. All of the charges from an incident were dropped for reasons *other than* entry into the Johnson County diversion program.
3. The member was removed from the chapter as the result of the arrest or citation.
4. The member had not yet joined the chapter at the time of the incident.

In addition, chapters with 30 or fewer members, for which a single member represents a very large percentage of the members, may request that their arrest and citation count be reduced by one (1). The Dean of Students will consider the total pattern of the chapter's behavior in granting or denying the request.

Appeals must be filed within ten (10) days of the date of this letter (i.e., July 24, 2012), accompanied by appropriate documentation (for example, official documentation that charges have been dropped or the student has been acquitted). Appeals will be considered by the Dean of Students, whose decision will be final.

If you have any questions, please contact Kelly Jo Karnes.

Sincerely,

David L. Grady
Associate Vice President and Dean of Students

cc: Blaine Ayers, Sigma Alpha Epsilon Executive Director
Bob Hall, Sigma Alpha Epsilon Chapter Advisor
, Interfraternity Council President
William Nelson, Director, IMU Administration & Operations and
Director, Center for Student Involvement & Leadership
Kelly Jo Karnes, Associate Director, Center for Student Involvement & Leadership
Thomas Rocklin, Vice President for Student Life



Office of the Dean of Students

Sent Via Electronic Transmission

September 12, 2012

President
Sigma Alpha Epsilon

Dear

**RE: NOTICE OF COMPLAINT, INTERIM SANCTIONS,
AND POSSIBLE LOSS OF UNIVERSITY RECOGNITION**

I am in receipt of information regarding an apparent violation of IFC rules and Code of Student Life rules by members of your chapter. Around 1:00 a.m. on Sunday morning, September 9, 2011, a year student with was transported to the Emergency Treatment Center by chapter members. Heather Ockenfels, a Student Conduct Officer, met with the injured student earlier today prior to withdrawing from the University as a result of the injuries. According to witnesses, members and non-members were consuming alcohol in your chapter house. The student transported to the hospital is not a member of your chapter.

Rule 17 of the Code of Student Life prohibits under-age possession and consumption of alcoholic beverages. The Interfraternity Council (IFC) policy prohibits alcohol parties at chapter houses. In addition, IFC policy prohibits under-age consumption of alcohol in chapter houses and prohibits alcohol at recruitment activities.

I would like to meet with you as soon as possible and discuss the allegations. To schedule an appointment with me, call my assistant at 335-1162 as soon as possible. Ms. Ockenfels will also attend the meeting. Given the gravity of the report and your chapter's history with disciplinary sanctions over the past several years, I strongly recommend that your chapter adviser(s) attend the meeting. **Effective immediately, your chapter may not hold organized events, whether on chapter property or elsewhere, until this complaint is resolved. This includes all new member activities.** Depending upon the outcome of the investigation, more serious sanctions may be imposed, up to and including loss of University recognition.

For your information, University policy authorizes the Dean of Students to sanction a student organization when members of the organization violated University regulations and the organization failed to exercise reasonable preventive measures (see Section III.A.8 of "Policies & Regulations affecting Students," which is posted at <http://dos.uiowa.edu/recognition-studentorgs>).

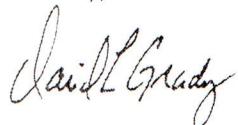
The investigation procedure allows for an informal resolution of the complaint with the Dean of Students. In the event we are not able to reach an accord with regard to the allegations, your chapter will be provided an evidentiary hearing prior to the final decision. If I decide to revoke your organization's University recognition, you may appeal the decision to the University President.

It is my understanding that members of your chapter have attempted to encourage potential witnesses not participate in the investigation. I am directing you and members of your chapter not to contact the apparent victim or any potential witnesses in any manner at any time for any reason. Do not attempt to contact them in person, in writing, by telephone, by text message, by instant messaging, or by Facebook or other forms of social media, and do not attempt to contact them through another person. In the event you or other members were to contact them, police would be notified immediately and a permanent expulsion from the University could be issued.

Please be advised that the Anti-Retaliation Policy applies to this case. The Anti-Retaliation Policy is posted at <http://www.uiowa.edu/~our/opmanual/ii/11.htm>.

I look forward to meeting you and resolving this matter.

Sincerely,



David L. Grady
Associate Vice President
and Dean of Students

cc: Blaine Ayers, Executive Director, Sigma Alpha Epsilon International (bayers@sae.net)
Bob Hall, Chapter Advisor (rhhall@aol.com)
Kelly Jo Karnes, Associate Director, Center for Student Involvement & Leadership
Bill Nelson, Director, Center for Student Involvement & Leadership
Dan Wallace, President, UI Interfraternity Council



SIGMA ALPHA EPSILON

BE TRUE.

September 17, 2012

Iowa Beta Chapter of Sigma Alpha Epsilon
University of Iowa
Eminent Archon

Dear Iowa Beta Chapter:

The Fraternity Service Center has issued a Cease and Desist Order for your chapter. This is in conjunction with the order issued by the University of Iowa and the result of allegations of an injury occurring on your chapter property and the implications that the chapter provided alcohol to the injured party.

This Cease and Desist Order is effective immediately. The chapter is prohibited from hosting and participating in any fraternity related events. This includes social activities, tailgates, philanthropies, community service activities, new member activities and recruitment activities. The order will remain in effect until such time as you are informed by my office it has been lifted.

Your immediate cooperation in completing a truthful and detailed incident report and complying with all of our investigation requests is expected or the chapter may be closed. Violations of this order can also result in the closure of your chapter. We expect your full cooperation.

Sincerely,

Blaine K. Ayers
Eminent Supreme Recorder/Executive Director

CC:

Supreme Council

Rob Hall, Chapter Advisor

Stephen Cary, House Corporation

Clark Schoening, Province Tau Archon

Deran Abernathy, Associate Executive Director

Frank Ginocchio, Director of Risk Management and General Counsel

Steven Kronenberg, Regional Director - Foster Region



SIGMA ALPHA EPSILON

September 24, 2012

Iowa Beta Chapter of Sigma Alpha Epsilon
302 Ridgeland Avenue
Iowa City, IA 52246

VIA E-MAIL

Dear Iowa Beta:

Due to the recent discovery of details provided on September 23rd by The University of Iowa Administration with regards to the incidents that occurred on or around September 7th, the Supreme Council of Sigma Alpha Epsilon has voted on September 23rd, to close the Chapter and expel all of its members immediately under the authority of Sec. 80C of our Fraternity Laws. Those members who were not involved in the hazing or the other violations of SAE's Risk Management Policies may appeal in writing within thirty days of this letter to the Supreme Council. We had no record of any new members, but any new member that the chapter had given a bid to is free to join another fraternity.

Section 77B of our Fraternity Laws provides that an expelled member shall lose all connection with the Fraternity and all the rights and privileges of membership, but shall not be released from the pledge of secrecy given at the time of his initiation. You are to surrender your badge, certificate of membership, and membership card to our Eminent Supreme Recorder. Any damage done to the Chapter House will result in criminal charges being filed by your House Corporation.

Sincerely,

A handwritten signature in black ink, appearing to read "Blaine K. Ayers".

Blaine K. Ayers
Eminent Supreme Recorder and Executive Director

Cc: Bob Hall, Chapter Advisor
Stephen Cary, President- IABE House Corporation
Bill Nelson, Director -Center for Student Involvement
Kelly Jo Karnes, Associate Director- Center for Student Involvement
Supreme Council
Clark Schoening – Province Tau Archon



Office of the Dean of Students

SENT VIA EMAIL

September 24, 2012

, President
Sigma Alpha Epsilon

Dear

RE: RECOGNITION OF SIGMA ALPHA EPSILON

Earlier this afternoon, I was notified that the Supreme Council of Sigma Alpha Epsilon Fraternity has suspended the charter of the Iowa Beta chapter of Sigma Alpha Epsilon at the University of Iowa. I understand that representatives of the fraternity headquarters and local alumni representatives are in the process of closing your housing facility. The decision to suspend the charter was made by the Supreme Council in consultation with fraternity headquarters staff and local alumni based upon reports of hazing and unsafe and illegal consumption of alcohol. As I understand it, the suspension is in effect for four years.

When a Greek-letter undergraduate social fraternity is suspended by its national organization, the University of Iowa's recognition of the organization is automatically removed. Because your fraternity is no longer recognized by the University of Iowa, it is not eligible to participate in Interfraternity Council (IFC) activities. The prohibition on participation shall remain in place until such time as your fraternity is re-recognized. University approval is a pre-requisite for re-recognition.

If you have questions about University re-recognition procedures, contact Kelly Jo Karnes at 319/335-3059.

Sincerely,

David L. Grady, Ph.D.
Associate Vice President
and Dean of Students

cc: Deran Abernathy, SAE Associate Executive Director, dabernathy@sae.net
Blaine Ayers, SAE Executive Director, bayers@sae.net
Stephen Cary, House Corp President, sdc3170@yahoo.com
Bob Hall, Chapter Advisor, rhhall@aol.com
Kelly Jo Karnes, Associate Director, Center for Student Involvement & Leadership
Bill Nelson, Director, Center for Student Involvement & Leadership
Ken D. Tracey, Sigma Alpha Epsilon Eminent Supreme Archon
, President, UI Interfraternity Council

- 7) During the remainder of the 2009-2010 academic year, at least one chapter alumni advisor must attend all new member events, programs, and ceremonies.
- 8) During the Spring 2010 semester, each chapter-sponsored event, including alumni and parent events, with alcohol must be registered with IFC, and your chapter is limited to sponsoring one IFC-registered social event with alcohol per semester. If chapter members hold an unregistered event with alcohol, this would be considered a violation of IFC policies.
- 9) The appropriate Sigma Alpha Epsilon representatives will attend all IFC Legislative Council meetings and all other meetings as called by the IFC (e.g., philanthropy chair roundtables, NRIT meetings, and recruitment chair meetings).
- 10) Whenever IFC sponsors an educational program in the Spring 2010 semester, Sigma Alpha Epsilon will have at least 80% of chapter membership in attendance at the educational program. In other words, if total chapter membership consists of 100 members, 80 members must attend the program.
- 11) As your chapter did last year, Sigma Alpha Epsilon will recruit and retain a minimum of 3 chapter advisors. This does not include any House Corporation Board officers.

Your chapter has been in this position before of failing to uphold disciplinary sanctions and being on the cusp of losing University recognition. Your chapter will not have another chance. You must succeed and sustain the change you discussed in our meetings. I believe that you are committed to leading the change your chapter needs. I realize that you cannot do this alone. You will need the assistance of your national organization, your regional and local alumni leaders, your chapter members, and UI staff. You have my assistance and the same from staff in the Office of Student Life. I trust the same commitment for assistance will come from Sigma Alpha Epsilon headquarters. I would appreciate having this commitment in writing from the Executive Director of Sigma Alpha Epsilon. I would like to have his letter by February 1, 2009.

If you have any questions about this letter or your chapter's status, please call Mr. Baker, the Associate Dean of Students, at 335-3557.

Sincerely,



David L. Grady
Associate Vice President for Student Services
and Dean of Students